

Building A Race Equity Culture



There's No Easy Button for Racial Equity



Our Ongoing Learning to Action Journey:

- Seized the Moment
- Led with Data and Core Values: Systems Change
- Board Buy In: Our Strategic Plan
- Started with the basics
- Learned along side our members
- Centered racial equity in our programs, communications, and policy
- Developed a Community of Practice
- Codified our Values: Racial Equity Commitment to Action

Moving From Equality

Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

Diversity and Inclusion is Not Racial Equity

- Hiring people of color is not a racial equity strategy
- Diversity: The presence of difference. Encompasses all the characteristics that make one individual or group different from another.
- Inclusion is about people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting. It refers to authentically bringing traditionally excluded individuals or groups into processes, activities, and decision policy-making in a way that shares power.
- Inclusion is not a natural consequence of diversity
- Racial Equity is about disrupting and uprooting structural racism that is embedded in all our systems and organizations.

Definition of Racial Equity

Racial equity means “closing the gaps” so that race does not predict one’s success, while also improving outcomes for all. Equity is distinct from equality in that it aspires to achieve fair outcomes and considers history and implicit bias, rather than simply providing “equal opportunity” for everyone. Racial equity is not just the absence of overt racial discrimination; it is also the presence of deliberate policies and practices that provide everyone with the support they need to improve the quality of their lives.

(Maguire 2016)

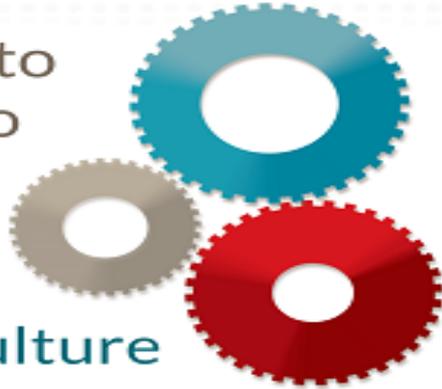
Centered Racial Equity



Julie Stuart Making Ideas Visible ©2017

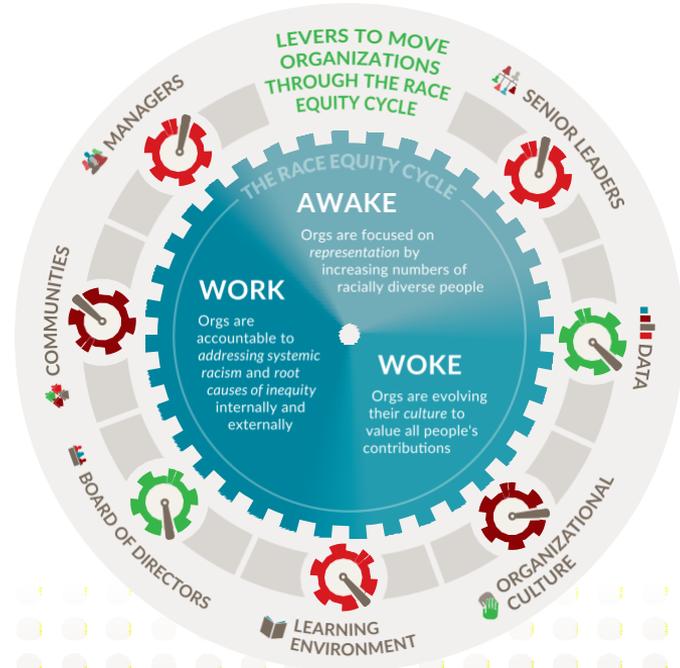
How will you #WORKWOKE?

AWAKE to
WOKE to
WORK:
Building
a Race
Equity Culture



Equity in the Center

A project of  Prolnspire

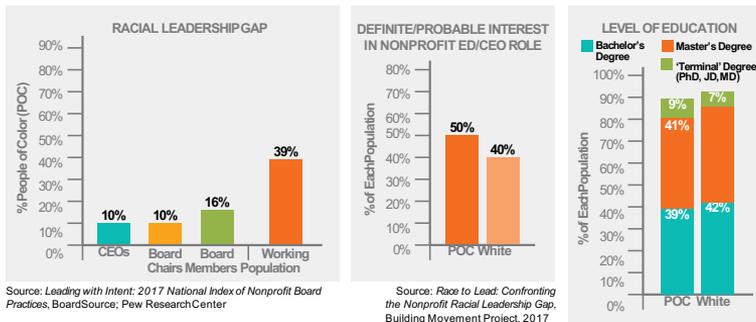


Awake to Woke to Work • 2

BUILDING A RACE EQUITY CULTURE

in the Social Sector

SOCIAL SECTOR ORGANIZATIONS NEED A RACE EQUITY CULTURE TO ADDRESS THE RACIAL LEADERSHIP GAP



The racial leadership gap is not due to differences in education, skills, or interest.

WHAT IS RACE EQUITY CULTURE?

A Race Equity Culture is one focused on proactive counteraction of social inequities inside and outside of its organization.



Creating a Race Equity Culture and closing the racial leadership gap will help organizations succeed at their missions.

EQUITY IN THE CENTER'S CALL TO ACTION



People of color and white people must interrogate assumptions about how the work of nonprofits and grantmakers is and can be done, and by whom. Our shared work is to dismantle the white supremacy

and institutional racism which has shaped the social sector, and create an equity culture that values the humanity and lived experiences of all persons equally. To do so, we challenge colleagues to adopt specific tactics on the four levels at which racism operates: personal, interpersonal, institutional, and structural.

Visit www.equityinthecenter.org to read the full Call to Action.



www.equityinthecenter.org

[/equityinthecenter](https://www.instagram.com/equityinthecenter)

[@equityinthecenter](https://twitter.com/equityinthecenter)



HOW DO YOU CREATE A RACE EQUITY CULTURE?

The Race Equity Cycle shows the various stages an organization goes through to create a Race Equity Culture that centers race equity inside and outside of the organization.

There are seven strategic levers that organizations can push to help build momentum and success in moving through the Cycle, from Awake to Woke to Work.

While the common goal is to reach the Work stage, each organization will follow its own path on the journey to a race equity culture.



LEVER PREVIEW: SENIOR LEADERS

Some of the characteristics and actions that define the Senior Leaders lever are outlined below.

	PERSONAL BELIEFS & BEHAVIORS	POLICIES & PROCESSES	DATA
AWAKE	Believediverse representation is important, but may feel uncomfortable discussing issues tied to race	Place responsibility for creating and enforcing DEI policies within HR department	Have started to gather data about race disparities in the populations they serve
WOKE	Prioritize an environment where different lived experiences and backgrounds are valued and seen as assets to teams and to the organization	Take responsibility for long-term change management strategy to create a race equity culture, which includes having a critical mass of people of color	Disaggregate internal staffing data to identify areas where race disparities exist, such as compensation and promotion; then analyze that data to find root causes of race disparities
WORK	Model a responsibility to speak about race, dominant culture, and systemic racism both inside and outside the organization	Show a willingness to review personal and organizational oppression; identify organizational power differentials and change them by exploring alternative leadership models, such as shared leadership	Can illustrate, through longitudinal outcomes data, how their efforts are impacting race disparities in the communities they serve

Interested in learning more? Check out the full publication at

www.equityinthecenter.org



www.equityinthecenter.org

[/equityinthecenter](https://www.instagram.com/equityinthecenter)



[@equityinthecenter](https://twitter.com/equityinthecenter)



How To Get Started:

1. Establish a shared vocabulary. Ground your organization in shared meaning around race equity, structural racism, and other terms related to this work

2. Identify race equity champions at the board and senior leadership levels. Select those who can set race equity priorities, communicate them broadly, drive accountability, and influence the speed and depth at which race equity is embedded in the organization

3. Name race equity work as a strategic imperative for your organization. Define and communicate how race equity connects to your mission, vision, organizational values, and strategies.

4. Open a continuous dialogue about race equity work. Use research and learnings from other organizations to start the conversation with your team or individuals who are invested in your organizational cause.

5. Disaggregate data. Collect, disaggregate, and report relevant data to get a clear picture of inequities and outcomes gaps both internally and externally. (At every level of gatekeeper)

Remember This: There is No Low-Hanging Fruit



“The tree is 400 years old and the roots are deep. These trees are deeply rooted in racism and the fruit they bear is rotten. We have to plant new seeds and toil new soil.”

**- Aisha Alexander-Young, Senior Director
strategy and Equity, Eugene and Agnes E.**

Meyer Foundation